



UNITED STATES ENVIRONMENTAL PROTECTION AGENCY
WASHINGTON, D.C. 20460

MAY 31 2018

OFFICE OF
ADMINISTRATION
AND RESOURCES
MANAGEMENT

The Honorable Betsy DeVos
Secretary of Education
Washington, DC 20202

Dear Secretary DeVos:

The U.S. Environmental Protection Agency is pleased to submit the enclosed fiscal year 2018 plan that describes the EPA's efforts to strengthen the capacity of Historically Black Colleges and Universities to participate in federal programs and initiatives. This plan includes the EPA's efforts to encourage public sector, private sector and community involvement to improve the overall capacity of HBCUs. The EPA will continue to foster new collaborations and leverage resources to support HBCUs and the students they serve.

If you have further questions, please contact me or your staff may contact Wesley Carpenter, acting director, Office of Human Resources at carpenter.wesley@epa.gov or (202) 564-4606.

Sincerely,

A handwritten signature in black ink, appearing to read "Donna J. Vizian", is positioned above the printed name.

Donna J. Vizian
Principal Deputy Assistant Administrator

Enclosure

cc: Mr. Johnathan Holifield, Executive Director
White House Initiative on HBCUs
John Showman III, Acting Deputy Assistant Administrator, OARM
Wesley Carpenter, Acting Director, Office of Human Resources
Bisa Cunningham, Director, Diversity, Recruitment and Employee Services Division



UNITED STATES ENVIRONMENTAL PROTECTION AGENCY
WASHINGTON, D.C. 20460

MAY 23 2018

OFFICE OF
ADMINISTRATION
AND RESOURCES
MANAGEMENT

MEMORANDUM

SUBJECT: Annual Plan on Executive Agency Actions to Strengthen the Capacity of Historically Black Colleges and Universities to Compete for Federal and Private Sector Opportunities

FROM: *Wesley J. Carpenter*
Wesley J. Carpenter, Acting Director
Office of Human Resources

TO: Donna J. Vizian, Principal Deputy Assistant Administrator

On February 6, 2018, the U.S. Department of Education requested that the U.S. Environmental Protection Agency prepare an Agency Plan that describes the EPA's efforts to strengthen the capacity of Historically Black Colleges and Universities to participate in Federal programs and initiatives. This Plan must specifically include the EPA's efforts to encourage public sector, private sector and community involvement to improve the overall capacity of HBCUs. The aforementioned Agency Plan is being requested pursuant to Executive Order 13779, "White House Initiative To Promote Excellence and Innovation at HBCUs."

The Office of Human Resources has drafted the attached Agency Annual Plan, with input from the Minority Serving Institution Coordinator from each EPA program office and region, for your review and approval. The EPA's Plan is due to the Department of Education on June 1, 2018.

Please contact me at (202) 564-2019 if you have any questions or need additional information.

Attachment

cc: John Showman
Marian Cooper
Bisa Cunningham
Tania Allen

FISCAL YEAR 2018 ANNUAL PLAN ON EXECUTIVE AGENCY ACTIONS TO STRENGTHEN THE CAPACITY OF HISTORICALLY BLACK COLLEGES AND UNIVERSITIES TO COMPETE FOR FEDERAL AND PRIVATE SECTOR OPPORTUNITIES

Part I: Statement of Federal Agency Priorities

- U.S. Environmental Protection Agency
- Consistent with Executive Order 13779, “White House Initiative to Promote Excellence and Innovation at Historically Black Colleges and Universities,” the EPA remains committed to supporting HBCUs and the diverse students and communities they serve. The EPA’s support to HBCUs is an integral part of the agency’s efforts to advance its mission to protect public health and the environment.

The agency’s over-arching goals, which reflect the agency’s core goals and the goals set forth in the EPA’s FY 2017 – 2021 Diversity and Inclusion Strategic Plan, seek to:

- Increase funding opportunities for HBCUs
- Expand outreach opportunities to HBCUs to increase the numbers of diverse applicants for EPA entry level positions

- **Increase funding opportunities for HBCUs**

In FY 2018, the EPA will continue ongoing initiatives that were funded during the previous fiscal year and implement new initiatives to expand funding opportunities for HBCUs in the areas of grants and cooperative agreements.

- **Expand outreach opportunities to HBCUs to increase the numbers of diverse applicants for EPA entry level positions**

The EPA plans to expand memoranda of understanding. Through MOUs, the agency can increase its capacity of technology and resource training with HBCUs. These MOUs will support career fairs and workshops, as well as enable the agency to establish and build relationships with students and faculty at HBCUs. The EPA also loans senior executives to HBCUs via Intergovernmental Personnel Act agreements to support the exchange of information, provide technical assistance, and increase the pool of diverse qualified applicants for the EPA’s mission critical occupations in science and engineering.

- HBCUs are encouraged to apply for available EPA grants and support expanded partnerships with the agency through formal MOUs to engage and align their activities in accordance with this Plan.
- Point of Contact: Senior Official, Bisa Cunningham, 202-564-6635, cunningham.bisa@epa.gov

Part II Section A: Executive Summary

Supporting the EPA's commitment to continue ongoing initiatives and expand funding opportunities, the agency is pleased to report that our FY 2018 funding projections of \$423,790 show a planned increase of 35% for HBCUs over previous FY 2017 funding levels. The EPA funded \$313,769 in grants during FY 2017, however, in FY 2018 the EPA has or will award:

- \$25,000 to Lincoln University to develop a K-12 curriculum on sustainability,
- \$200,000 to Lawson State Community College to create an Environmental Workforce Development and Job Training program, and
- \$198,790 to Florida State College to help low-income residents learn the skills needed to secure employment in the environmental field.

Additionally, the EPA will leverage existing MOUs and create new agreements to increase cooperation between the HBCUs and the EPA in areas of mutual interest: promoting equal opportunity in higher education, contributing to HBCUs' capacity to provide high-quality education, and encouraging the participation of the HBCUs in EPA programs. The EPA currently has MOUs or agreements with over 29 HBCUs with whom the agency works closely together giving students the chance to participate in career opportunities within the agency through paid and unpaid internships. HBCUs will benefit from enhanced educational and career opportunities in the environmental sciences for their students, as well as technical assistance, training, and support for research and development.

In addition to a co-sponsorship agreement with Allen University and the U.S. Department of Energy, the EPA has MOUs with the following HBCUs: Bowie State, Clark Atlanta University, Delaware State University, Edward Waters College, Hampton University, Howard University, LeMoyne-Owen College, Lincoln University of Missouri, Lincoln University of Pennsylvania, Morehouse College, Norfolk State, North Carolina Central University, Spelman College, St. Augustine College, Texas Southern, University of Maryland Eastern Shore, University of the Virgin Islands, (U.S. Department of Agriculture/EPA Land Grant Universities - Alcorn State University, Alabama A&M University, Florida A&M University, Fort Valley State University, Kentucky State University, North Carolina A&T State University, South Carolina State University, Tennessee State University, Tuskegee University), Wilberforce University. An additional MOU with Grambling State University is pending and a signing ceremony is expected in FY 2018.

The EPA also fosters relationships with HBCUs through the agency's Intergovernmental Personnel Act Program. Under this program, the EPA currently has a senior executive with Bowie State University.

Part II Section B: Summary of projected support to and/or funds invested in HBCUs

1. Summary of existing grants, including multiyear grants, grantees, and programs;

- Under the Small Business Liability Relief and Brownfields Revitalization Act, HBCUs are eligible to apply for 1) Environmental Workforce Development and Job Training grants, 2) Brownfields Area-Wide Planning grants, 3) Brownfields Cleanup grants, and 4) Brownfields training, research, and technical assistance grants. Funding opportunity announcements for EWDJT and Brownfields Cleanup grants were posted at the beginning of FY 2018. The EPA notified interested parties through a listserv of HBCU contacts when the funding opportunities were made available. In FY 2018, one HBCU applied for EWDJT funding. The review process is currently underway and an announcement of selections is expected in May 2018.
- Florida State College received a \$198,790 EWDJT grant to help low-income residents learn the skills needed to secure employment in the environmental field. Florida State College plans to recruit, train, and place unemployed and underemployed residents of Health Zone 1 in environmental careers with skills needed to safely conduct remediation work at solid and hazardous waste-contaminated sites.
- Lawson State Community College received a \$200,000 EWDJT grant to operate an environmental job training program that advances environmental justice by providing opportunities for residents living in areas impacted by contaminated lands. Trainees will gain experience for jobs related to cleanup activities in their own communities.
- Lincoln University of Missouri was awarded a \$25,000 Grant for Sustainability Education funds allocated in 2017 to develop environmental education curricula for high schools.

2. Summary of specific institutional funds invested for training and development specifically designed for HBCUs

- EPA Region 3 and Delaware State University have partnered to create a Laboratory Assessment Program. The LAP has completed Microbiological proficiency training, procured instrumentation for conducting metal analysis and identified three new students to lead the effort. The inductively coupled plasma mass spectrometry for metal analysis, known as ICP-MS, will be installed in the late spring of 2018, and proficiency training will commence for metal analysis at that time.
- EPA OARM's Office of Grants and Debarment and Bowie State University are partnering to create a Contract Management Certification Program. The goal is for existing courses to be ready in the fall.
- EPA OARM – Cincinnati Shared Service Center and Wilberforce University partnered to create a Science, Technology, Engineering, and Mathematics Program to support the increase of students from HBCUs into the EPA's mission critical occupational fields such as science and engineering.
- EPA Region 2 and the University of the Virgin Islands are partners in the Caribbean Science Consortium Technical Assistance Program. The consortium was established to expand science communication and collaboration and facilitate the exchange of information on our mutual environmental science programs and activities.
- EPA Office of Water and the University of Maryland Eastern Shore partnered to create Maryland Coastal Bays Environmental and Academic Programs, which are designed to: 1)

ensure that watershed restoration/program implementation is all inclusive; 2) provide grant funding when available to support the effort; and 3) provide support, outreach and education for students in the watershed and the local community where projects take place.

3. Summary of programs or initiatives designed to foster public-private partnerships with HBCUs

Annually, EPA Region 4 staff have met with representatives from Spelman College, Clark Atlanta University, Morehouse College, and the City of Atlanta-Mayor's Office of Sustainability to convene RecycleMania Day. The celebration highlights each school's participation in RecycleMania events and how they uniquely engaged the student population and surrounding community in green activities. Student leaders, green clubs, professional athletes, and local community leaders participated in the event. In addition, businesses and vendors displayed green and sustainable merchandise during the event.

4. Summary of internships, scholarships, and fellowships specifically designed for HBCUs

- The EPA consistently shares information with HBCUs on programs such as the EPA Greater Research Opportunity Fellowships for Undergraduate Environmental Study and Recent Graduates hiring.
- The EPA Office of Research and Development Environmental Research Apprenticeship Program provides environmental research training for college and university students. The goal of ERAP is to increase both the effectiveness and number of future environmental scientists and technicians by allowing trainees to collaborate with senior EPA-ORD scientists while working in a fully operational federal research laboratory.
- The EPA provides MOUs with HBCUs to support unpaid internship/volunteer opportunities with the EPA.

5. Summary of investments including cooperative agreements specifically designed for HBCUs - Nothing to report.

6. Summary of programs underutilized by HBCUs - Nothing to report

7. Summary of all technical assistance activities conducted by the agency in support of HBCUs

- Through a EWDJT grant under the EPA's Brownfields Program, three training classes are planned annually, with approximately 12 -15 students per class. Job placement upon program completion is typically about 70%. Throughout FY 2018, the EPA will maintain two Brownfield Job Training Grants with HBCUs in the Southeast.
- EPA Region 3 and Delaware State University partnered on the Dover Urban Farm/Gardening Project for Community-Focused Exposure and Risk Screening Tool for the Dover Community. Staff from EPA Region 3 continue to meet with DSU faculty to discuss their continuing efforts to attain National Environmental Laboratory Accreditation Program certification for their environmental laboratory.

8. Summary of loan programs available to HBCUs - Nothing to report.